



Alberta's Supply Outlook 2007 - 2017

*Visible Minorities, Aboriginals
and People with Disabilities*



Alberta Employment, Immigration
and Industry

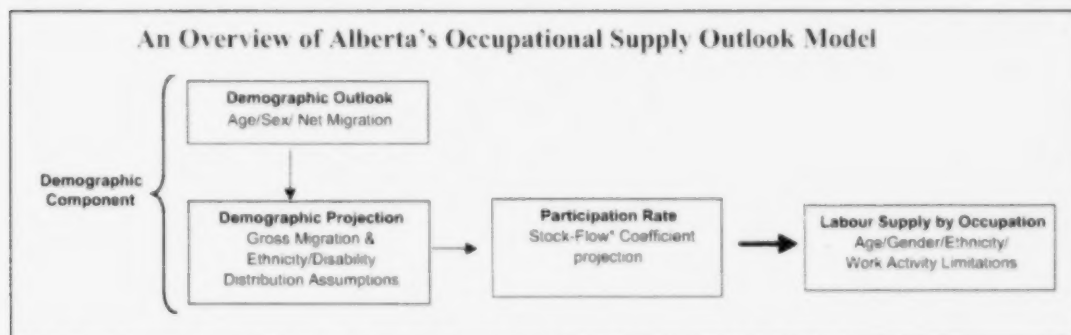


Each year Alberta Employment, Immigration and Industry (EII) produces Alberta's Occupational Supply Outlook Model (AOSOM). The AOSOM provides labour supply forecasts for 140 occupational groups over the coming ten years. This model has 30 linked sub-models and over 100,000 data series.

The demographic component of the model is essential because it provides the basis for projecting other components of the model.¹ Figure 1 provides an overview of the AOSOM and the important role the demographic component plays. This component projects Alberta's population between 2007 and 2017 by age and gender. It goes into more detail, projecting the number of people by age and gender in three subgroups; Aboriginal people, visible minorities, and those with activity limitations². These projections form the main focus of this report. The report also provides analysis of the implications of these findings.

The first section of the report discusses Alberta's projected population. Each of the three subgroups are discussed in the following sections. Appendix A details the assumptions underlying the demographic forecasts and Appendix B contains the results of the model projections.

Figure 1



Stock-Flow*: A method in estimating the future population of people in a group of interest. To find the forecasted population, the population from the previous year is adjusted to add those expected to enter that group and subtract those that are expected to leave that group.

¹ See http://www.employment.alberta.ca/documents/LMI/LMI-LMF_occ_demand_supply.pdf for more reports on Alberta's Occupational Supply Outlook

² Includes those who report limitations in their ability to work or go to school, either sometimes or often

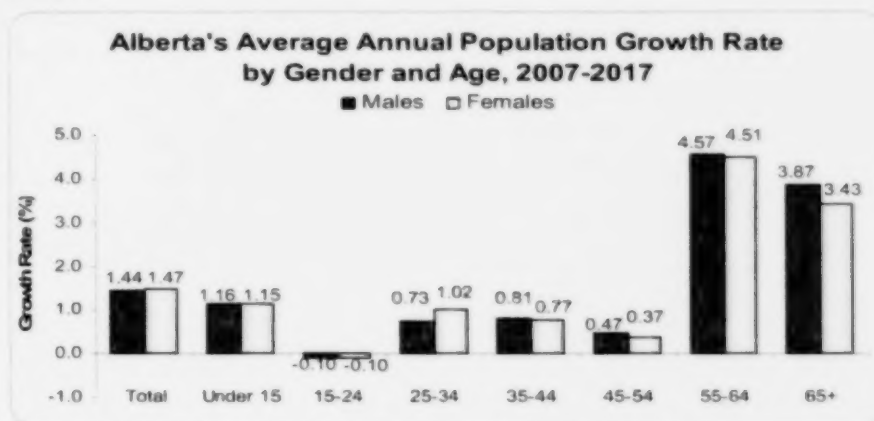
Alberta's Population

As Chart 1 shows, the age group expected to show the largest population growth in the next 10 years is those 55 years and older. In this age group, males tend to have higher growth rates than females. The fact that this group has a faster growth rate influences future labour supply.

Participation rates tend to drop once people reach their late 50s and 60s, causing total labour supply to grow relatively slowly compared to the growth of the total population aged 15 and older.³ Also, as this generation retires, there will be a rise in labour force separations⁴ and replacement demand⁵ in the coming decade, which will need to be made up by other groups of workers. It may be difficult to meet the replacement demand given the slower growth rates of all younger age groups compared to these older groups. New approaches may be needed to make up for potential labour shortages, for example further integration of visible minorities, aboriginals, and people with disabilities. The Government of Alberta developed *Building and Educating Tomorrow's Workforce* strategy to address future labour shortages.

Migration is expected to be the main contributor to population growth. This will help increase Alberta's labour force growth, since migrants tend to be of working age.

Chart 1



Data Source: Alberta's Occupational Supply Outlook Model, 2007-2017

³ Statistics Canada's Labour Force Survey, 2006

⁴ The number of people leaving the labour force, due to retirement or other reasons

⁵ The number of people needed to fill the vacancies resulting from labour force separations; however, for occupations experiencing a decrease in employment, not all vacancies will need to be filled

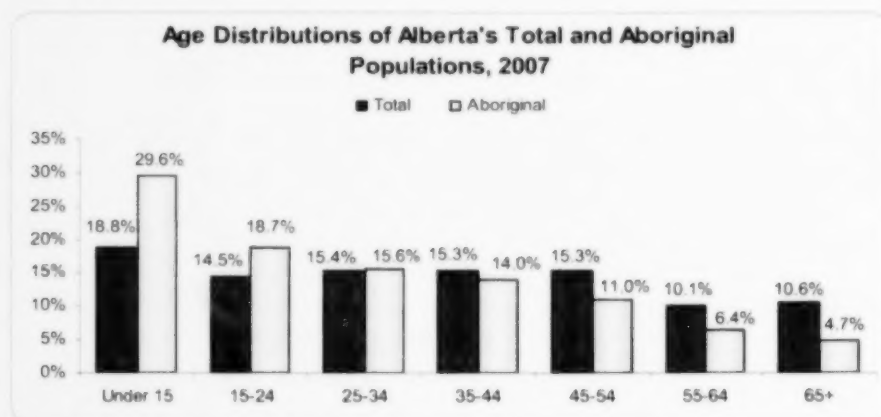
Aboriginal Population

For all age groups, with the exception of the 15 and younger age group, Aboriginal people are expected to experience faster growth rates than the general population. The main source of the Aboriginal population increase is due to natural increase, which is when the birth rate is higher than the death rate, rather than from increases from migration. The age distribution of Aboriginal people is different from that of the general population, as indicated by Chart 2. These differences are expected to continue through 2017, as seen in Appendix B.

Between 2007 - 2017, Aboriginal people are forecasted to continue to show higher birth and death rates than the general population. For those under the age of 15, Aboriginal people show lower annual growth rates than the general population. This occurs because the Aboriginal population has also experienced high birth rates in the past, so the number entering this age group is expected to offset the number leaving to an extent, so the overall year over year change is relatively small. Throughout the coming decade, the percentage of Aboriginal people under the age of 34 is expected to decrease slightly, while for older age groups it is anticipated to increase.

The significant growth in the Aboriginal population means Alberta will need to rely more on this group to fill future labour market needs, particularly for younger age groups. Therefore, in occupations typically supplied by youth, Aboriginal people may be overrepresented compared with other jobs. However, since the population projection includes both on-and off-reserve Aboriginal people, the geographic location of the Aboriginal youth may not be the same as the location of the jobs.

Chart 2



Data Source: Alberta's Occupational Supply Outlook Model, 2007-2017

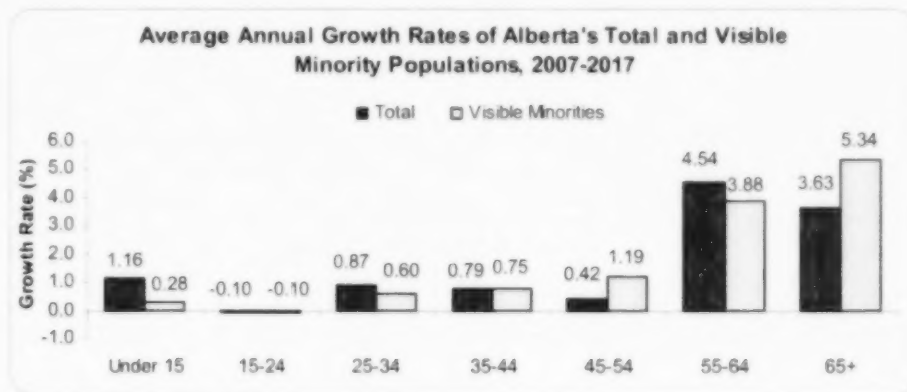
Visible Minorities

Between 2007 - 2017, it is assumed that visible minorities⁶ will have the same birth and death rates as the general population. Therefore, the main difference between visible minorities and the total population relates to migration. Since immigration is expected to be the primary source of Alberta's population growth, visible minorities will experience a relatively fast growth in population, because a number of immigrants will be considered visible minorities.

Chart 3 shows that visible minorities are expected to have lower population growth rates than the total population over the forecast period with the exception of the 45 to 54 and 65 and over age groups. In 2007, visible minorities made up 10.5% of the total population over the age of 15. By 2017, this proportion is expected to increase slightly to 10.6%.

The longer immigrants remain in Alberta it is expected their population trends (ie. birth rates, death rates) will become similar to the general population. As a result, the visible minority population is expected to show high growth rates for older age groups. This affects labour supply as a large part of this generation is expected to retire, as discussed previously with regards to the ageing of the total population.

Chart 3



Data Source: Alberta's Occupational Supply Outlook Model, 2007-2017

⁶ People who are non-Caucasian in race or non-white in colour, excluding Aboriginals (from the Employment Equity Act, 1995)

Activity Limitations

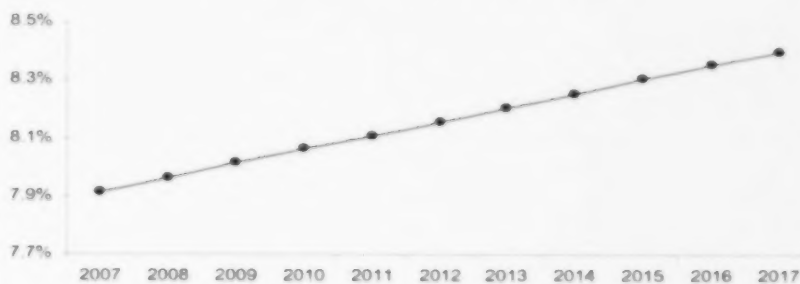
As people get older their likelihood of encountering activity limitations increases. Since Alberta's population is ageing, there is expected to be an increasing proportion of people suffering from activity limitations. The proportion of the population aged 15 and older that is anticipated to suffer from activity limitations is expected to increase from 7.9% in 2007 to 8.4% in 2017, as displayed in Chart 4. Evident in Appendix B, over two thirds of those experiencing activity limitations will be over the age of 45 in the coming decade. As the population ages, the group of people reporting activity limitations will increase.

In addition, Aboriginal people tend to report a higher incidence of activity limitations than the general population⁷. As discussed earlier, Aboriginal people have the fastest rate of population growth, and that places additional upward pressure on the proportion of the population experiencing activity limitations.

This has important implications for the labour market mainly because activity limitations are defined in terms of the person's ability to attend work or school, thus affecting both educational attainment and overall labour supply. Due to this increase in the number of people experiencing activity limitations, the labour force will need to find additional ways to incorporate workers with activity limitations.

Chart 4

Proportion of the Population 15 and Over with Activity Limitations, 2007-2017



Data Source: Alberta's Occupational Supply Outlook Model, 2007-2017

⁷ Statistics Canada's 2001 Census

Summary

In the face of growing labour shortages it is important to find ways to prevent, or at least minimize, these shortfalls. One way to address the labour shortage is to further integrate visible minorities, aboriginals, and people with disabilities into the labour force. Aboriginal people are a key source of labour as their population is growing faster than the general population, particularly for younger age groups. Migrants, some of whom would be identified as visible minorities, are another source because they tend to be of working age when coming to Alberta. In addition, the proportion of the population experiencing activity limitations is expected to increase over the forecast period of 2007 to 2017, as the population ages. This increases the impact the ageing population has on labour supply because, in addition to natural retirements, there will be an increase in retirements due to activity limitations.

Appendix A

Demographic Assumptions

A number of assumptions are used to derive the results of this forecast. Those used to generate the results in Appendix B are described below.

Alberta's Population

- Population levels by age and gender groups are determined by a detailed population projection by single year age cohorts. Total population averages 2.2% growth from 2007 to 2017.

Migration

- The level of out-migration is equal to the historic five-year average from 1999 to 2003.
- The level of in-migration equals the projected net-migration plus the assumed out-migration.
- Age and gender distributions for in-migration and out-migration are determined by the historic age and gender distribution for net migration.
- Future immigrants by education type will experience similar occupational outcomes as existing residents of Alberta.

Aboriginals

- The Alberta aboriginal population's birth and death rates are the same as the Canadian aboriginal population's rates.

Visible Minorities

- The visible minorities' age/gender birth and death rates are equal to the Alberta general population's birth and death rates.
- The visible minorities' less than 15 years old age groups (less than 1, 1-3, 4-9, 10-15 years) are assumed to have the same distributions as the Alberta younger age groups.

Appendix A

Activity Limitations

- To calculate the number of people with activity limitations, a share approach by age and gender was used.¹

¹ **Share Approach:** A method to estimate the future number of people in a group of interest. The proportion of the group of interest to the general population is applied to the forecasted general population estimates to find the predicted group of interest's population. **Example:**

The proportion at time t	Is Multiplied by the Projected Alberta Population for time t+1	To find the projected number of people with activities limitations for time t+1
$\left[\frac{\text{Activity Limitations}}{\text{Alberta Population}} \right]_t$	$\times \text{Alberta Population Projection}_{t+1}$	$= \text{Activity Limitation Population}_{t+1}$

Appendix B

Alberta's Population

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	Average 2007-2017
Under 15	650,354	660,232	668,729	675,762	681,867	688,831	696,460	703,997	711,719	720,140	725,727	
% of Total	18.8%	18.7%	18.6%	18.5%	18.5%	18.4%	18.4%	18.4%	18.4%	18.5%	18.4%	18.5%
Growth Rate (%)	1.7	1.5	1.3	1.1	0.9	1.0	1.1	1.1	1.1	1.2	0.8	1.2
15 and over	2,800,490	2,866,730	2,922,927	2,970,884	3,011,815	3,046,928	3,081,040	3,114,799	3,148,259	3,180,207	3,213,949	
% of Total	81.2%	81.3%	81.4%	81.5%	81.5%	81.6%	81.6%	81.6%	81.6%	81.5%	81.6%	81.5%
Growth Rate (%)	2.9	2.4	2.0	1.6	1.4	1.2	1.1	1.1	1.1	1.0	1.1	1.5
15 to 24	499,453	503,028	504,716	505,086	503,883	501,494	499,067	495,834	491,602	487,947	487,254	
% of Total	14.5%	14.3%	14.1%	13.9%	13.6%	13.4%	13.2%	13.0%	12.7%	12.5%	12.4%	13.4%
Growth Rate (%)	1.4	0.7	0.3	0.1	-0.2	-0.5	-0.5	-0.6	-0.9	-0.7	-0.1	-0.1
25 to 34	530,305	541,491	550,409	556,304	560,374	562,481	564,162	566,168	568,211	568,646	569,107	
% of Total	15.4%	15.4%	15.3%	15.3%	15.2%	15.1%	14.9%	14.8%	14.7%	14.6%	14.4%	15.0%
Growth Rate (%)	2.5	2.1	1.6	1.1	0.7	0.4	0.3	0.4	0.4	0.1	0.1	0.9
35 to 44	527,999	527,903	527,660	530,141	536,055	542,595	549,302	556,224	562,246	567,129	572,882	
% of Total	15.3%	15.0%	14.7%	14.5%	14.5%	14.5%	14.5%	14.6%	14.6%	14.5%	14.5%	14.7%
Growth Rate (%)	0.5	0.0	0.0	0.5	1.1	1.2	1.2	1.3	1.1	0.9	1.0	0.8
45 to 54	529,073	545,943	556,797	561,773	560,416	556,135	550,770	544,815	539,714	535,625	530,797	
% of Total	15.3%	15.5%	15.5%	15.4%	15.2%	14.9%	14.6%	14.3%	14.0%	13.7%	13.5%	14.7%
Growth Rate (%)	4.2	3.2	2.0	0.9	-0.2	-0.8	-1.0	-1.1	-0.9	-0.8	-0.9	0.4
55 to 64	348,210	369,380	391,566	413,962	435,065	450,992	467,396	484,844	501,868	518,112	532,134	
% of Total	10.1%	10.5%	10.9%	11.4%	11.8%	12.1%	12.4%	12.7%	13.0%	13.3%	13.5%	12.0%
Growth Rate (%)	6.6	6.1	6.0	5.7	5.1	3.7	3.6	3.7	3.5	3.2	2.7	4.5
65 and over	365,449	378,985	391,780	403,618	416,022	433,231	450,342	466,914	484,618	502,748	521,776	
% of Total	10.6%	10.7%	10.9%	11.1%	11.3%	11.6%	11.9%	12.2%	12.6%	12.9%	13.2%	11.7%
Growth Rate (%)	3.7	3.7	3.4	3.0	3.1	4.1	3.9	3.7	3.8	3.7	3.8	3.6
Total	3,450,844	3,526,962	3,591,656	3,646,646	3,693,682	3,735,759	3,777,500	3,818,797	3,859,977	3,900,347	3,939,677	
Growth Rate (%)	2.6	2.2	1.8	1.5	1.3	1.1	1.1	1.1	1.1	1.0	1.0	1.5

Appendix B

Females

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	Average 2007-2017
Under 15	316,493	321,236	325,513	328,991	331,978	335,554	339,124	342,872	346,633	350,483	353,185	
% of Total	18.5%	18.4%	18.3%	18.2%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.2%
Growth Rate (%)	1.6	1.5	1.3	1.1	0.9	1.1	1.1	1.1	1.1	1.1	0.8	1.2
15 and over	1,392,513	1,425,691	1,453,761	1,477,742	1,498,245	1,515,766	1,533,148	1,550,140	1,567,240	1,583,800	1,601,234	
% of Total	81.5%	81.6%	81.7%	81.8%	81.9%	81.9%	81.9%	81.9%	81.9%	81.9%	81.9%	81.8%
Growth Rate (%)	2.9	2.4	2.0	1.6	1.4	1.2	1.1	1.1	1.1	1.1	1.1	1.5
15 to 24	243,324	245,182	246,057	246,357	245,785	244,292	243,116	241,370	239,335	237,665	237,242	
% of Total	14.2%	14.0%	13.8%	13.6%	13.4%	13.2%	13.0%	12.8%	12.5%	12.3%	12.1%	13.2%
Growth Rate (%)	1.4	0.8	0.4	0.1	-0.2	-0.6	-0.5	-0.7	-0.8	-0.7	-0.2	-0.1
25 to 34	257,056	262,858	267,489	270,811	273,428	275,122	276,648	278,077	279,163	279,544	279,841	
% of Total	15.0%	15.0%	15.0%	15.0%	14.9%	14.9%	14.8%	14.7%	14.6%	14.5%	14.3%	14.8%
Growth Rate (%)	2.7	2.3	1.8	1.2	1.0	0.6	0.6	0.5	0.4	0.1	0.1	1.0
35 to 44	257,403	257,054	256,766	257,550	260,193	263,080	266,226	269,548	272,915	275,952	279,276	
% of Total	15.1%	14.7%	14.4%	14.3%	14.2%	14.2%	14.2%	14.2%	14.3%	14.3%	14.3%	14.4%
Growth Rate (%)	0.3	-0.1	-0.1	0.3	1.0	1.1	1.2	1.2	1.2	1.1	1.2	0.8
45 to 54	260,771	269,172	274,408	276,966	276,019	274,041	271,266	268,287	265,513	262,903	260,023	
% of Total	15.3%	15.4%	15.4%	15.3%	15.1%	14.8%	14.5%	14.2%	13.9%	13.6%	13.3%	14.6%
Growth Rate (%)	4.3	3.2	1.9	0.9	-0.3	-0.7	-1.0	-1.1	-1.0	-1.0	-1.1	0.4
55 to 64	172,949	183,485	194,443	205,429	215,812	223,408	231,327	239,740	248,134	256,206	263,322	
% of Total	10.1%	10.5%	10.9%	11.4%	11.8%	12.1%	12.4%	12.7%	13.0%	13.2%	13.5%	12.0%
Growth Rate (%)	6.6	6.1	6.0	5.6	5.1	3.5	3.5	3.6	3.5	3.3	2.8	4.5
65 and over	201,010	207,941	214,597	220,629	227,007	235,823	244,565	253,117	262,181	271,530	281,530	
% of Total	11.8%	11.9%	12.1%	12.2%	12.4%	12.7%	13.1%	13.4%	13.7%	14.0%	14.4%	12.9%
Growth Rate (%)	3.5	3.4	3.2	2.8	2.9	3.9	3.7	3.5	3.6	3.6	3.7	3.4
Total	1,709,006	1,746,927	1,779,274	1,806,734	1,830,223	1,851,320	1,872,273	1,893,012	1,913,873	1,934,283	1,954,419	
Growth Rate (%)	2.7	2.2	1.9	1.5	1.3	1.2	1.1	1.1	1.1	1.1	1.0	1.5

Appendix B

Males

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	Average 2007-2017
Under 15	333,861	338,996	343,216	346,770	349,889	353,277	357,336	361,125	365,086	369,657	372,542	
% of Total	19.2%	19.0%	18.9%	18.8%	18.8%	18.7%	18.8%	18.8%	18.8%	18.8%	18.8%	18.9%
Growth Rate (%)	1.7	1.5	1.2	1.0	0.9	1.0	1.1	1.1	1.1	1.3	0.8	1.2
15 and over	1,407,977	1,441,039	1,469,166	1,493,142	1,513,570	1,531,162	1,547,891	1,564,659	1,581,018	1,596,407	1,612,716	
% of Total	80.8%	81.0%	81.1%	81.2%	81.2%	81.3%	81.2%	81.2%	81.2%	81.2%	81.2%	81.1%
Growth Rate (%)	2.9	2.3	2.0	1.6	1.4	1.2	1.1	1.1	1.0	1.0	1.0	1.5
15 to 24	256,129	257,847	258,659	258,729	258,099	257,202	255,951	254,464	252,267	250,282	250,012	
% of Total	14.7%	14.5%	14.3%	14.1%	13.9%	13.6%	13.4%	13.2%	13.0%	12.7%	12.6%	13.6%
Growth Rate (%)	1.3	0.7	0.3	0.0	-0.2	-0.3	-0.5	-0.6	-0.9	-0.8	-0.1	-0.1
25 to 34	273,249	278,633	282,920	285,493	286,945	287,360	287,514	288,091	289,047	289,103	289,265	
% of Total	15.7%	15.7%	15.6%	15.5%	15.4%	15.2%	15.1%	15.0%	14.9%	14.7%	14.6%	15.2%
Growth Rate (%)	2.3	2.0	1.5	0.9	0.5	0.1	0.1	0.2	0.3	0.0	0.1	0.7
35 to 44	270,596	270,849	270,894	272,591	275,862	279,514	283,076	286,675	289,331	291,177	293,606	
% of Total	15.5%	15.2%	14.9%	14.8%	14.8%	14.8%	14.9%	14.9%	14.9%	14.8%	14.8%	14.9%
Growth Rate (%)	0.7	0.1	0.0	0.6	1.2	1.3	1.3	1.3	0.9	0.6	0.8	0.8
45 to 54	268,302	276,771	282,388	284,807	284,396	282,094	279,504	276,528	274,200	272,723	270,774	
% of Total	15.4%	15.5%	15.6%	15.5%	15.3%	15.0%	14.7%	14.4%	14.1%	13.9%	13.6%	14.8%
Growth Rate (%)	4.2	3.2	2.0	0.9	-0.1	-0.8	-0.9	-1.1	-0.8	-0.5	-0.7	0.5
55 to 64	175,261	185,894	197,123	208,532	219,253	227,584	236,069	245,104	253,734	261,906	268,812	
% of Total	10.1%	10.4%	10.9%	11.3%	11.8%	12.1%	12.4%	12.7%	13.0%	13.3%	13.5%	12.0%
Growth Rate (%)	6.5	6.1	6.0	5.8	5.1	3.8	3.7	3.8	3.5	3.2	2.6	4.6
65 and over	164,439	171,045	177,183	182,989	189,015	197,408	205,777	213,797	222,438	231,218	240,246	
% of Total	9.4%	9.6%	9.8%	9.9%	10.1%	10.5%	10.8%	11.1%	11.4%	11.8%	12.1%	10.6%
Growth Rate (%)	4.0	4.0	3.6	3.3	3.3	4.4	4.2	3.9	4.0	3.9	3.9	3.9
Total	1,741,838	1,780,034	1,812,383	1,839,912	1,863,459	1,884,439	1,905,227	1,925,784	1,946,104	1,966,064	1,985,258	
Growth Rate (%)	2.6	2.2	1.8	1.5	1.3	1.1	1.1	1.1	1.1	1.0	1.0	1.4

Appendix B

Aboriginal Population

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	Average 2007-2017
Under 15	52,328	52,656	52,924	53,130	53,322	53,546	53,810	54,100	54,358	54,572	54,798	
% of Total	29.6%	29.1%	28.6%	28.3%	27.9%	27.7%	27.4%	27.2%	27.0%	26.8%	26.6%	27.8%
Growth Rate (%)	0.7	0.6	0.5	0.4	0.4	0.4	0.5	0.5	0.5	0.4	0.4	0.5
15 and over	124,568	128,461	131,866	134,807	137,467	140,028	142,545	145,013	147,286	149,352	151,415	
% of Total	70.4%	70.9%	71.4%	71.7%	72.1%	72.3%	72.6%	72.8%	73.0%	73.2%	73.4%	72.2%
Growth Rate (%)	3.6	3.1	2.7	2.2	2.0	1.9	1.8	1.7	1.6	1.4	1.4	2.1
15 to 24	33,156	33,745	34,155	34,404	34,544	34,624	34,668	34,687	34,661	34,597	34,544	
% of Total	18.7%	18.6%	18.5%	18.3%	18.1%	17.9%	17.7%	17.4%	17.2%	17.0%	16.8%	17.8%
Growth Rate (%)	2.4	1.8	1.2	0.7	0.4	0.2	0.1	0.1	-0.1	-0.2	-0.2	0.6
25 to 34	27,555	28,322	28,951	29,443	29,858	30,253	30,637	31,000	31,280	31,473	31,653	
% of Total	15.6%	15.6%	15.7%	15.7%	15.6%	15.6%	15.6%	15.6%	15.5%	15.4%	15.3%	15.6%
Growth Rate (%)	3.3	2.8	2.2	1.7	1.4	1.3	1.3	1.2	0.9	0.6	0.6	1.6
35 to 44	24,767	25,236	25,608	25,890	26,127	26,366	26,620	26,889	27,131	27,339	27,561	
% of Total	14.0%	13.9%	13.9%	13.8%	13.7%	13.6%	13.6%	13.5%	13.5%	13.4%	13.4%	13.7%
Growth Rate (%)	2.3	1.9	1.5	1.1	0.9	0.9	1.0	1.0	0.9	0.8	0.8	1.2
45 to 54	19,372	20,041	20,632	21,147	21,603	22,019	22,404	22,763	23,085	23,373	23,646	
% of Total	11.0%	11.1%	11.2%	11.3%	11.3%	11.4%	11.4%	11.4%	11.4%	11.5%	11.5%	11.3%
Growth Rate (%)	4.0	3.5	2.9	2.5	2.2	1.9	1.7	1.6	1.4	1.2	1.2	2.2
55 to 64	11,348	12,074	12,778	13,456	14,111	14,749	15,369	15,967	16,531	17,061	17,566	
% of Total	6.4%	6.7%	6.9%	7.2%	7.4%	7.6%	7.8%	8.0%	8.2%	8.4%	8.5%	7.6%
Growth Rate (%)	7.0	6.4	5.8	5.3	4.9	4.5	4.2	3.9	3.5	3.2	3.0	4.7
65 and over	8,369	9,042	9,741	10,467	11,224	12,017	12,845	13,708	14,597	15,508	16,445	
% of Total	4.7%	5.0%	5.3%	5.6%	5.9%	6.2%	6.5%	6.9%	7.2%	7.6%	8.0%	6.3%
Growth Rate (%)	8.4	8.0	7.7	7.5	7.2	7.1	6.9	6.7	6.5	6.2	6.0	7.1
Total	176,896	181,117	184,790	187,937	190,790	193,574	196,355	199,113	201,644	203,923	206,213	
Growth Rate (%)	2.7	2.4	2.0	1.7	1.5	1.5	1.4	1.4	1.3	1.1	1.1	1.7

Appendix B

Visible Minorities

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	Average 2007-2017
Under 15	78,217	78,756	79,138	79,367	79,517	79,658	79,808	79,955	80,024	80,002	79,977	
% of Total	20.9%	20.7%	20.4%	20.2%	20.0%	19.8%	19.6%	19.5%	19.3%	19.1%	18.9%	19.9%
Growth Rate (%)	0.9	0.7	0.5	0.3	0.2	0.2	0.2	0.2	0.1	0.0	0.0	0.3
15 and over	295,304	301,952	307,858	313,052	317,796	322,354	326,801	331,121	335,101	338,718	342,258	
% of Total	79.1%	79.3%	79.6%	79.8%	80.0%	80.2%	80.4%	80.5%	80.7%	80.9%	81.1%	80.1%
Growth Rate (%)	2.6	2.3	2.0	1.7	1.5	1.4	1.4	1.3	1.2	1.1	1.0	1.6
15 to 24	58,133	58,388	58,472	58,406	58,256	58,080	57,903	57,728	57,517	57,268	57,044	
% of Total	15.6%	15.3%	15.1%	14.9%	14.7%	14.4%	14.2%	14.0%	13.9%	13.7%	13.5%	14.5%
Growth Rate (%)	0.8	0.4	0.1	-0.1	-0.3	-0.3	-0.3	-0.3	-0.4	-0.4	-0.4	-0.1
25 to 34	59,427	60,489	61,239	61,699	61,975	62,165	62,298	62,376	62,325	62,148	61,956	
% of Total	15.9%	15.9%	15.8%	15.7%	15.6%	15.5%	15.3%	15.2%	15.0%	14.8%	14.7%	15.4%
Growth Rate (%)	2.4	1.8	1.2	0.8	0.4	0.3	0.2	0.1	-0.1	-0.3	-0.3	0.6
35 to 44	59,291	60,030	60,660	61,172	61,612	62,031	62,437	62,819	63,116	63,316	63,484	
% of Total	15.9%	15.8%	15.7%	15.6%	15.5%	15.4%	15.4%	15.3%	15.2%	15.1%	15.0%	15.4%
Growth Rate (%)	1.4	1.2	1.0	0.8	0.7	0.7	0.7	0.6	0.5	0.3	0.3	0.8
45 to 54	53,964	54,974	55,844	56,589	57,241	57,833	58,381	58,894	59,358	59,771	60,160	
% of Total	14.4%	14.4%	14.4%	14.4%	14.4%	14.4%	14.4%	14.3%	14.3%	14.3%	14.2%	14.4%
Growth Rate (%)	2.2	1.9	1.6	1.3	1.2	1.0	0.9	0.9	0.8	0.7	0.7	1.2
55 to 64	35,018	37,041	38,939	40,706	42,349	43,882	45,306	46,626	47,833	48,931	49,943	
% of Total	9.4%	9.7%	10.1%	10.4%	10.7%	10.9%	11.1%	11.3%	11.5%	11.7%	11.8%	10.8%
Growth Rate (%)	6.5	5.8	5.1	4.5	4.0	3.6	3.2	2.9	2.6	2.3	2.1	3.9
65 and over	29,470	31,031	32,705	34,480	36,363	38,364	40,475	42,678	44,953	47,283	49,671	
% of Total	7.9%	8.2%	8.5%	8.8%	9.2%	9.5%	10.0%	10.4%	10.8%	11.3%	11.8%	9.7%
Growth Rate (%)	5.1	5.3	5.4	5.4	5.5	5.5	5.5	5.4	5.3	5.2	5.1	5.3
Total	373,521	380,708	386,997	392,420	397,312	402,012	406,609	411,076	415,124	418,720	422,234	
Growth Rate (%)	2.2	1.9	1.7	1.4	1.2	1.2	1.1	1.1	1.0	0.9	0.8	1.3

Appendix B

Activity Limitations

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	Average 2007-2017
15 and over	221,457	228,065	233,955	239,197	243,859	248,135	252,349	256,564	260,842	265,037	269,197	
Growth Rate (%)	3.5	3.0	2.6	2.2	1.9	1.8	1.7	1.7	1.7	1.6	1.6	2.1
15 to 24	21,647	21,809	21,888	21,909	21,861	21,760	21,657	21,520	21,339	21,183	21,153	
% of 15 and over	9.8%	9.6%	9.4%	9.2%	9.0%	8.8%	8.6%	8.4%	8.2%	8.0%	7.9%	8.8%
Growth Rate (%)	1.4	0.7	0.4	0.1	-0.2	-0.5	-0.5	-0.6	-0.8	-0.7	-0.1	-0.1
25 to 34	25,512	26,057	26,493	26,783	26,988	27,100	27,193	27,298	27,402	27,428	27,454	
% of 15 and over	11.5%	11.4%	11.3%	11.2%	11.1%	10.9%	10.8%	10.6%	10.5%	10.3%	10.2%	10.9%
Growth Rate (%)	2.5	2.1	1.7	1.1	0.8	0.4	0.3	0.4	0.4	0.1	0.1	0.9
35 to 44	36,053	36,052	36,039	36,208	36,611	37,056	37,514	37,988	38,405	38,746	39,146	
% of 15 and over	16.3%	15.8%	15.4%	15.1%	15.0%	14.9%	14.9%	14.8%	14.7%	14.6%	14.5%	15.1%
Growth Rate (%)	0.5	0.0	0.0	0.5	1.1	1.2	1.2	1.3	1.1	0.9	1.0	0.8
45 to 54	48,434	49,983	50,986	51,461	51,360	51,001	50,539	50,024	49,581	49,224	48,800	
% of 15 and over	21.9%	21.9%	21.8%	21.5%	21.1%	20.6%	20.0%	19.5%	19.0%	18.6%	18.1%	20.4%
Growth Rate (%)	4.2	3.2	2.0	0.9	-0.2	-0.7	-0.9	-1.0	-0.9	-0.7	-0.9	0.5
55 to 64	42,907	45,519	48,256	51,018	53,623	55,591	57,619	59,775	61,880	63,889	65,627	
% of 15 and over	19.4%	20.0%	20.6%	21.3%	22.0%	22.4%	22.8%	23.3%	23.7%	24.1%	24.4%	22.2%
Growth Rate (%)	6.6	6.1	6.0	5.7	5.1	3.7	3.6	3.7	3.5	3.2	2.7	4.6
65 and over	46,904	48,645	50,293	51,818	53,416	55,628	57,827	59,959	62,236	64,567	67,017	
% of 15 and over	21.2%	21.3%	21.5%	21.7%	21.9%	22.4%	22.9%	23.4%	23.9%	24.4%	24.9%	22.7%
Growth Rate (%)	3.7	3.7	3.4	3.0	3.1	4.1	4.0	3.7	3.8	3.7	3.8	3.6

